GOVERNMENT OF INDIA
COAL
LOK SABHA

UNSTARRED QUESTION NO:3743
ANSWERED ON:08.04.2003
TRANSFER POLICY IN COAL INDIA LIMITED
RITA VERMA

Will the Minister of COAL be pleased to state:

(a). the details of the transfer policy in respect of Coal India Limited and its subordinate units;

(b). whether officers and employees especially those on key posts, are transferred every third year mandatorily;

(c). if so, the company-wise details thereof for the last three years as on 15th March, 2003;

(d). the company-wise and category-wise number of such officers and employees in the sales department who have been posted at the same place for more than three years;

(e). the number of officers and employees of the sales department who managed to return to their old position within one year of their transfer; and

(f). the company-wise and category-wise details thereof for the last three years as on 15th March 2003 ?

Answer

THE MINISTER OF COAL (SHRI KARIYA MUNDA)

(a): Coal India Limited has a well defined transfer policy. As per this policy the executives of M1 and above grades who are working for more than 10 years in the same company and having more than 2 years for retirement are transferable. The transfer policy further stipulates that large scale transfer is to be avoided but at least 10% of the executives specifying the criteria should be transferred each year. In order to effectively implement this transfer policy, a decision has been taken in the year 1998 to transfer 20% of executives each year based on station seniority. As per the said policy, executives of M1 and above grades working in sensitive discipline are transferable from existing company on completion of 5 years. They would however, be rotated within the company on completion of three years on the sensitive posts or earlier at the discretion of the management. Executives working in sensitive discipline in E1 to E5 grades are to be rotated within the company on completion of 3 years. Officer transferred from one company to another will not be transferred to the company in which he was earlier posted before expiry of 3 years period.

(b): No post has been declared as key posts. However some disciplines have been identified as sensitive and the executives in E1 to E5 grades in sensitive disciplines are being rotated within the company on completion of three years and executives in M1 and above grades are being transferred from the existing company on completion of five years.

(c): The details of executives in sensitive disciplines who have been transferred during the last three years are tabulated below:

M1 AND ABOVE GRADES

Company	2000	2001	2002
Eastern Coalfields Ltd.	5	13	10
Bharat Coking Coal Ltd.	9	15	7
Central Coalfields Ltd.	9	21	13
Western Coalfields Ltd.	13	7	14
South Eastern Coalfields Ltd.	11	8	15
Northern Coalfields Ltd.	9	3	10
Mahanadi Coalfields Ltd.	7	3	20
Central Mine Planning & Design Instt. Ltd.	-	-	5
Regional Sales Offices	2	2	4
Coal India Ltd. (HQ).	5	-	14

Total	70	72	112

(d): The company-wise and grade-wise number of officers in the sales department who have been posted at the same place for more than three years are given below:

Company	M2	M1	E5	E4	E3	E2	Total
Coal India Ltd. (HQ).	2	2	4	-	1	1	10
Bharat Coking Coal Ltd.	2	3	17	2	21	2	47
Central Coalfields Ltd.	2	4	33	6	19	2	66
Mahanadi Coalfields Ltd.	1	1	5	1	9	3	20
South Eastern Coalfields Ltd.	1	2	22	3	8	3	39
Western Coalfields Ltd.	1	2	32	3	11	5	54
Northern Coalfields Ltd.	1	-	9	-	7	-	17
Eastern Coalfields Ltd.	-	-	34	6	14	-	54
North Eastern Coalfields	-	-	-	-	-	-	0
Total	10	14	156	21	90	16	307

(e): None of the officers in the sales department have returned to their old position within one year of their transfer.

(f): Does not arise.